
PRESS RELEASE

EUROSATORY 2024



ARQUUS

DEFENSE · MOBILITY · SYSTEMS

BOOTH: HALL 5A – F127



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OVERVIEW

In a global environment marked by increasing tensions and complex geopolitical challenges, it is crucial for Arquus to anticipate new threats and offer innovative solutions in land defense mobility. With the proliferation of crises, technical excellence is essential to help clients navigate numerous demanding situations. Over the past two years, Arquus has actively supported the French Armed Forces Ministry through various concrete actions to provide material support to Ukraine. Thanks to an agile manufacturing line, the team at Arquus has adapted to the demands of high-intensity production, training, and capacity.

Currently undergoing acquisition, Arquus maintains its commitments and continues to meet the needs of its clients. While awaiting the completion of the project, the company remains focused on its goals of innovation and development.

To address contemporary challenges, Arquus blends its rich secular heritage with its technological expertise to offer high-performance vehicles and systems. The company positions itself as one of the leader in the development of high-end survivability solutions. Arquus is notably a central player in the Scorpion program, contributing to the modernization of the armed forces. This ongoing pursuit of progress fundamentally drives Arquus, which will unveil three new products at its Eurosatory booth this year. These innovations result from research and development conducted at the company's centers of excellence.

Based on the latest Arquus know-how, the new **MAV'Rx** multi-purpose platform has been developed to the latest ergonomic, protection and mobility standards. As well as offering the highest levels of protection to its crew, its large payload enables significant fire support thanks to the medium caliber turret it can carry. Modular, and with a large interior volume, the MAV'RX can accomplish all types of missions on the battlefield.

A specialist in survivability, mobility, and systems, Arquus has always been committed to supporting soldiers. Keeping them out of danger through the use of robotic vehicles is one of the challenges Arquus has been working on for several years. This reflection led the research teams to develop a new prototype, the **DRAILER**, its first 4x4 robot with exceptional mobility.

This year, Arquus announces the creation of the new Business Unit "Arquus Turnkey Solutions" (ATS). With its experience in usage concepts, complex mobility systems, and weapon systems, and its strong project management skills, Arquus Turnkey Solutions offers turnkey solutions for the comprehensive design of vehicles. Arquus thus supports its clients and partners in the industrial implementation of defense mobility solutions.

With a range of mature vehicles and new products designed to meet the expectations of the armed forces, Arquus recognizes the technical demands of new operational theaters. In this

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dynamic context, Arqus creates vehicles and systems capable of enduring the most rigorous conditions while providing operational superiority in the battlefield.

Arqus continues to lead the way toward the future of land defense mobility, blending tradition, innovation, and international ambition.



"The technological innovation is accelerating in response to the need to keep up with and anticipate the continuous changes on the battlefield. Given the international context, the Arqus teams are dedicated to offering products that are increasingly adapted, innovative, and robust to meet the specific missions and challenges faced by our clients."

"Eurosatory is a key event in our industry. At each edition, Arqus showcases its reliability and presents the support solutions of the future, with a strong focus on the protection of combatants."

Emmanuel Levacher, President of Arqus



ARQUUS, A TRUSTED PARTNER

Arquus: heritage and excellence at the service of defense

The heir to iconic brands

Expert in mobility, Arquus is the heir to iconic brands such as Renault Trucks Defense, ACMAT, and Panhard. The brand's history spans over 130 years, with deep roots in the defense industry and a constant evolution to meet the needs of the armed forces. Arquus' origins lie in the early days of military automobiles when Renault began producing vehicles for the French army in the early 20th century. The production of the Renault FT tank during World War I, considered the first modern tank, marked a turning point, illustrating the brand's commitment to innovation and soldier protection.

The close ties between the automotive industry and defense were born out of the necessity to face global threats, requiring the union of all forces, civilian and military, to achieve victory. Brands like Saviem, ACMAT, and Auverland also supported the armies with tactical trucks and light vehicles essential to their logistics.



In 2018, to reflect this transformation and strengthen its identity, the brand was renamed Arquus.

Today, this heritage endures in the historic factories where Arquus designs vehicles to proudly succeed those that have served the armies over the decades. From the FT-17 tank

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to the GRIFFON, Arqus vehicles have traversed all global conflicts from World War I to current peacekeeping operations, constantly evolving to better meet client needs.

Key competencies for contributing to a safer world

Arqus embodies the spirit of defense, with a mission to contribute to a safer world by developing state-of-the-art armored vehicles capable of withstanding high-intensity scenarios. Arqus develops strong partnerships both in France and internationally with armed forces, governments, French BITD SMEs, start-ups, and academic players. These collaborations allow Arqus to stay at the forefront of innovation and effectively address complex global security challenges. Every day, the 1,200 men and women of Arqus think, question, and shape the vehicles of tomorrow.

The primary mission of Arqus is to design robust and innovative military vehicles that meet the demands of modern combat environments. Through continuous research and development, Arqus integrates the latest technologies into its vehicles, including hybrid propulsion systems, anti-drone defense solutions, and electronic warfare capabilities. Each new model is developed with user feedback and the specific needs of military missions in mind.



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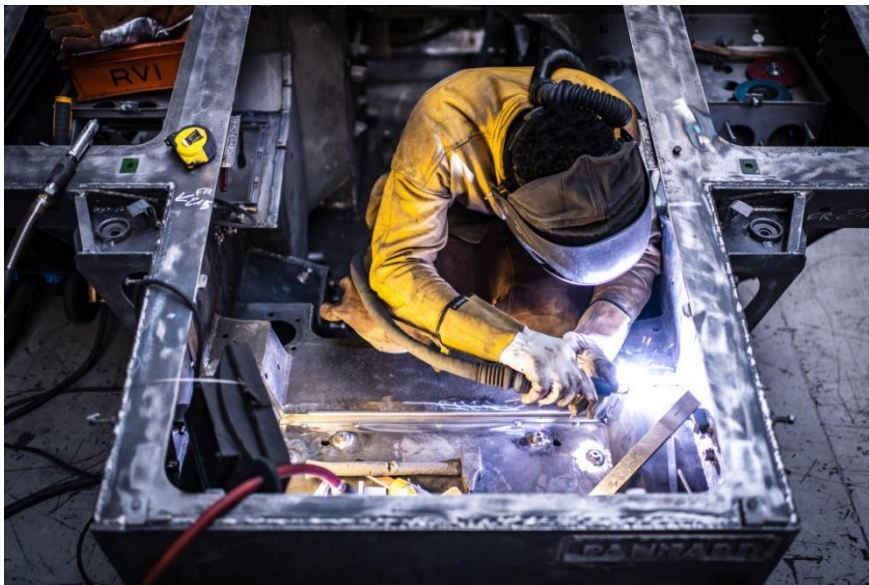


Ensuring the protection and safety of soldiers is at the heart of Arquus' mission. This is reflected through several areas of expertise:

- Protection

Over the past two decades, Arquus has refined its expertise in the design and manufacture of mine, ballistic, and IED (improvised explosive device) protections. Building on this expertise, the company develops its own solutions using the latest technological advancements available. From the design phase, Arquus integrates the best combination of protections suited to the specific architecture of each vehicle. Thus, all vehicles benefit from high levels of protection, in compliance with NATO standards such as STANAG 4569.

This expertise has earned Arquus the trust of numerous partners, notably the French Procurement Agency (DGA).



- Mobility

Arquus is recognized as a global reference in land mobility, having created iconic products such as the VBL, VAB, and VLRA. Within the EBMR consortium, Arquus developed the mobility systems for the GRIFFON and JAGUAR vehicles for the DGA. A pioneer in hybrid engine technology with the VAB Electer project, Arquus delivered this technology to the DGA in 2015, now offering this innovation to its clients to enhance mobility performance and energy capacities.

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- System Integration

Arquus offers a complete range of solutions tailored to the specific needs of its clients, structured around modular and field-proven platforms. Thanks to its integration expertise, Arquus can adapt these platforms to integrate equipment specific to operational requirements, as well as technologically advanced systems, whether developed internally or not. As an integrator, Arquus provides complete mission systems encompassing mobility, communication, protection, firepower, observation, threat detection, and tactical situation awareness.

The various systems developed by Arquus include:

- Militarised drivelines
- Full-supplied drivelines
- Mission system integration
- On-board equipment
- Remotely-operated turrets from the Hornet Business Unit

Arquus: a trusted partner in supporting armed forces

A key player in service support for over a century, Arquus leverages its know-how and expertise in preparing and executing an efficient and responsive support system. Planned from the design phase and throughout the vehicle's lifecycle, our support system ensures material availability and controlled operating costs.

To achieve this, Arquus tailors its support system to the client's operational challenges by mobilizing various service support levers: infrastructure, human resources, supply chain, operational/industrial maintenance, and fleet management.

Arquus thus supports its clients daily and maintains over 30,000 vehicles worldwide: 22,000 vehicles for the French Army and 8,000 vehicles for export.

For this edition of Eurosatory, Arquus will showcase its expertise through various services centered around three exhibited vehicles: GRIFFON, SHERPA SCOUT, and VAB MK3. The focus will be particularly on the following demonstration themes:

- Additive manufacturing

Beyond the technical feasibility analysis of a specific part, Arquus positions itself further upstream by offering a mapping of eligible parts across all mobility elements. On the GRIFFON, 20% of the parts are eligible for additive manufacturing. This new method allows advance knowledge of the feasibility of 3D printing a part, embedding additive manufacturing in the supply chain, making it more agile to handle obsolescence, stockouts, or emergency repairs in the field.

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- Predictive Maintenance

Arquus continues its work and investment in predictive maintenance. Beyond analyzing static data (maintenance history, technical events, parts orders, mileage readings, etc.), it involves incorporating dynamic data related to vehicle usage and actual component wear. The goal is to improve maintenance planning while minimizing unplanned downtime and the logistics footprint. Based on data collected since December 2023 on the GRIFFON, Arquus will showcase its progress on usage data (odometer readings) and health data (batteries and engine oil).

- Training

Arquus places great importance on the training it provides, whether in driving, maintenance, or the equipment present on its vehicles. Since 2023, the company has expanded its offerings around two axes: knowledge retention and the attractiveness of the training programs provided. It emphasizes the diversity of pedagogical methods, both in-person and remote: e-learning, 3D animations, instructional models, interactive diagrams, 3D models, instructional panels, etc. On the SHERPA SCOUT, a hybrid training program will be presented, mixing e-learning modules with a personalized path, optimizing in-person workshop training time for more practical work. Arquus will also showcase the use of interactive 3D videos to explore the various human-machine interfaces of the driver's station (controls, displays, etc.), enabling quick implementation when discovering the vehicles.

- Fleet auditing

For over 10 years, Arquus has been conducting fleet audit services to help clients restore their vehicles to operational condition. These services rely on the company's technical expertise and unique assistance know-how, developed closely alongside the forces over time. To better assist clients in fleet management, Arquus is enhancing this service: digitalizing the service, updating the audit framework, redesigning deliverables, and providing personalized support beyond supplying the necessary spare parts for restoration. Arquus experts also analyze underlying factors contributing to the operational maintenance performance of a fleet: the skills and methods of technical teams, workshop (equipment and

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organization), and spare parts stock. A demonstration will be conducted on the SHERPA SCOUT, including observation of inspection points on the vehicle and analysis of results at various levels: by fleet, vehicle, observed functional group, and recurrence of non-compliant items.

In addition to the demonstrations, Arquus' presence at the exhibition is also an opportunity to showcase our support engineering expertise, particularly through maintainability analysis, specific and contextualized military diagnostic tools, or the creation of specific tools to optimize intervention times and contribute to mission success.

Arquus relies on a robust and resilient supply chain dedicated to military activities since 2018. This allows the company to support operational readiness by supplying spare parts, kits, or AIPs in the shortest possible time worldwide.





Vehicles presented at Eurosatory 2024

From tactical trucks to special forces vehicles, Arquus provides a wide range of wheeled armoured vehicles, including medium and light variants, designed to meet the diverse needs of armies and internal security forces.

Arquus vehicles are designed with modularity, allowing them to be configured for different missions such as troop transport, logistical support, combat, or reconnaissance. This flexibility enables armed forces to quickly deploy vehicles suited to all ecosystems and operational theatres.

With these capabilities, Arquus has become a leading partner for the French Army over the years, supplying 90% of its wheeled vehicles. This expertise is also recognised in over 60 countries.

At the Eurosatory 2024 exhibition, the following vehicles will be showcased:

Detailed information on each vehicle can be found in the annexe.

New: the MAV'Rx

To meet the challenges of high-intensity operations, Arquus is presenting MAV'Rx, the prototype of its brand new 4x4 contact platform. A real multi-role vehicle, MAV'Rx can perform all kinds of missions: troop transport, medical evacuation, command post, anti-tank vehicle, etc.

Capitalising on its world-renowned mobility expertise, MAV'Rx possesses handling and off-road capabilities that allow it to tackle any terrain. It's high level of protection safeguards its combat team against various threats during operations. The 10 personnel it carries benefit from top-standard ergonomics and space. Additionally, the MAV'Rx's significant payload capacity allows it to carry substantial fire support with a medium-caliber weapon. It thus combines excellent mobility, superior survivability, robust fire support capabilities, and substantial carrying capacity: MAV'Rx is a true frontline vehicle.



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New: The DRAILER

The first robotic vehicle from Arquus, the DRAILER, is a platform with exceptional mobility that can be deployed for infantry support missions as well as various specialized missions such as demining, electronic warfare, counter-drone operations, and very short-range ground-to-air missions.



Equipped with a hybrid electric/diesel propulsion system ensuring discreet mobility, the DRAILER is a robot with proven technologies, offering autonomy suitable for operational theaters. This versatile robot is a valuable companion in the field! It can operate with a payload of up to 700 kg, while possessing off-road capabilities meeting high-intensity expectations.

The SCARABEE

A new-generation vehicle, the SCARABEE is a technological platform serving as a validation base for new technological components. This armoured vehicle is the combat system for modern armies seeking to have light, highly mobile, and heavily armed units. Thanks to the SCARABEE's exceptional mobility, they will be able to move quickly over large areas as well as control confined or urban environments.



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The GRIFFON

Developed as part of the Scorpion Program, the GRIFFON is a 6x6 armored vehicle created in collaboration with Thales and KNDS France. The GRIFFON is a versatile platform, available in 11 versions, allowing it to perform various types of missions, ranging from troop transport to mounted mortar support (MEPAC). With its rear-wheel steering and high-tech drivetrain, for which Arquus is responsible, the GRIFFON's mobility is an undeniable asset. Presented at Eurosatory in its Engineer version, it is equipped with the T1 HORNET turret developed by Arquus. Proven in combat in Mali and various NATO exercises in Europe, the GRIFFON is a versatile, reliable vehicle at the heart of collaborative combat.



The SHERPA SCOUT

Sold in over 1,000 units worldwide, the SHERPA family is one of the iconic vehicles in the Arquus range. This extremely versatile armored vehicle is capable of handling a wide variety of missions, addressing both defense and internal security needs.



The **SHERPA SCOUT** is a 4x4 vehicle that can accommodate 4 to 6 soldiers. A mature and recognized platform, it has proven itself in combat on various operational theaters. A bestseller in the SHERPA range, the SCOUT is designed for reconnaissance, liaison patrol, or escort missions. In service on every continent, it has convinced users for whom mobility and protection must not be compromised.

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The VAB MK3

The VAB MK3 is a family of 6x6 medium armored vehicles offering high-level performance in mobility, protection, and payload capacity. This high-intensity APC perfectly combines rusticity and technology. Capable of operating on all types of terrain, it adapts to its environment and offers a comprehensive range of systems for collaborative combat missions.



Compact and protected, the VAB MK3 ensures stealth and discretion on the battlefield while carrying up to 12 personnel under ballistic and mine protection. Its payload capacity allows for the integration of medium-caliber weapons up to heavy weapon systems (90mm caliber, anti-aircraft systems, mortar carriers, etc.).

Adapting to new geopolitical threats, Arquus anticipates technological needs to expand the vehicle's mission capabilities.

Thus, Arquus now presents the VAB MK3 with reconnaissance and anti-tank capabilities.

The FORTRESS MK2

The Fortress MK2 is a 4x4 armored vehicle. Created to address the increasing threats encountered on the battlefield, the FORTRESS Mk2 boasts exceptional mobility, combined with enhanced protection and firepower. Its armored hull offers high-level protection for its 10 passengers. Designed according to NATO standards, it is versatile, suitable for various missions such as troop transport, medical evacuation, and command post operations. It is equipped with the BattleNet system for better interoperability of equipment and can accommodate weapon, communication, and observation systems. Used by European Special Forces, it has proven its effectiveness in operations.

The FORTRESS will be on display daily during the live demonstrations at Eurosatory.





ARQUUS A VISIONARY COMPANY

3 new innovations unveiled for the first time at Eurosatory 2024

Arquus, leader in military vehicles, is proud to announce the launch of three new products for the Eurosatory exhibition. Aligned with its commitment to innovation and protecting armed forces, Arquus introduces its 4x4 prototype **MAV’Rx**, its robot prototype: the **DRAILER**; and its new Business Unit, **Arquus Turnkey Solutions** dedicated to client support. These innovations embody Arquus' innovative vision and demonstrate the company's commitment to meeting the changing needs of modern operations.

The MAV’Rx: between high performance and high-intensity survivability*

In response to high-intensity scenarios, Arquus unveils the prototype of its new 4x4 multi-role armored vehicle, combining significant payload capacity, high protection, and medium-caliber armament while maintaining excellent mobility: MAV’Rx is a true frontline vehicle.

This versatile multi-mission platform benefits from Arquus's globally recognized expertise in wheeled mobility. Equipped with independent wheel suspensions and a 400hp engine coupled with a 7-speed automatic transmission, MAV’Rx delivers impeccable performance and handling across all terrains.



MAV’Rx can accommodate 10 personnel and their equipment under optimal habitability conditions. Electrically assisted doors and a rear ramp facilitate easy embarkation and

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disembarkation. The interior design allows for seamless communication among personnel, and thermal comfort is ensured for extreme conditions.

Controls and information are strategically distributed to reduce crew cognitive load. The BATTLENET system provides the vehicle commander with enhanced tactical awareness and quicker response times. MAV'Rx is capable of integrating medium-caliber weapons. At Eurosatory, it is showcased with JCD's CPWS turret (25mm) and can accommodate other weapon systems like the self-defense HORNET RCWS. Arquus, as an expert in system integration, ensures MAV'Rx is optimized for high-intensity operations.

From its inception, MAV'Rx has been designed with battlefield maintenance and support constraints in mind to ensure maximum operational availability.

** For further details, refer to the technical sheet in Annex 1.*

The DRAILER: Arquus' 1st Robot **

Arquus has always leveraged its expertise to protect soldiers in all operational theaters. Being able to use teleoperated or robotic vehicles to keep men and women out of harm's way has been a focus at Arquus for several years.

The DRAILER is the result of this reflection, integrating Arquus' skills in mobility and system integration. Teleoperable up to 2 km, this robot provides a real advantage on the battlefield.

With its 4-wheel drive and steering, it is perfectly suited to various terrains, capable of tackling gradient of up to 60% and side slopes of 30%. It can also travel up to 40 km/h off-road and 90 km/h on-road.

With electric propulsion, making it extremely silent, the DRAILER does not compromise on autonomy with its 14 kWh battery and its autonomous Diesel production unit allowing quick refueling between missions.



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Its flat platform and payload capacity of up to 700 kg allow for numerous configurations: direct and indirect fire support, electronic warfare, route clearing, anti-drone protection, radio relay... Its modularity is another of its strengths.

Designed to be cost-effective and easy to manufacture, the DRAILER is simple to deploy and replace, providing an optimal solution for military operations.

*** For further details, refer to the technical sheet in Annex 2.*

Arquus Turnkey Solutions: the new Arquus Business Unit ***

With 130 years of expertise in design, production, retrofit, and support of vehicles in service, Arquus is launching its new Business Unit, Arquus Turnkey Solutions. It offers customized solutions to meet clients' development needs, supporting them from project inception through vehicle maintenance across three major axes:

- **R&D:** Providing assistance in designing subsystems or complete vehicles, including ballistic protection, mine protection, and integration of small-caliber Remote-Controlled Weapon Systems (RCWS).
- **Manufacturing Support:** Central to this new offering, Arquus Turnkey Solutions assists clients in defining factory layout and organization, establishing supply chains, and implementing continuous improvement processes.
- **Support Services:** Offering personalized support to clients in vehicle maintenance management, fleet auditing, operational retrofit, and managing component obsolescence throughout the vehicle lifecycle.



**** For further details, refer to the technical sheet in Annex 8.*



Innovation: a key element of Arquus' DNA

The evolution of defense technologies requires forward-thinking anticipation and research. Arquus is engaged in medium to long-term research and technology projects spanning 5 to 15 years. Focusing its efforts on innovation, Arquus has identified four major priorities in this field:

- Energy

Arquus focuses on electromobility and hybridisation (thermal/electric) for military vehicles. With SCARABEE, its technological platform, Arquus presents the world's first light armored vehicle to have a fully hybrid powertrain, combining an electric motor and a thermal engine. By 2025, a prototype of the hybrid GRIFFON will be presented.

The hybridization of military vehicles is crucial to meet growing energy needs and operational energy management on the battlefield. By integrating high-power electric machines, this allows to:

- Meet the increasing energy demand due to the rise of installed systems on vehicles ;
- Reduce fuel consumption while providing the necessary energy ;
- Offer operational benefits such as extended silent standby times and the ability to provide energy to external devices.

Hybrid vehicles can also become energy supply sources for infantry, flying and ground drones, and share this energy via Smart Grids. This will make command posts more mobile and autonomous, replacing current generators.



- Survivability

Research focuses on ballistic and mine protection. Two main areas are mainly studied:

- Innovative industrial processes: reflections on additive manufacturing and its contributions in the context of new structures. Arquus is working on these axes as part of a project led with the DGA: OPTIFAB.

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- Ballistic simulation, a challenging topic that Arquus is collaborating on with the Saint Louis Institute.

Arquus also participates in the defense technology project PRONOIA, focused on new "soft-kill" solutions.

- Digitization and Services

Arquus is developing a data strategy for the optimal exploitation of data, whether it is design data or operation data when vehicles are in the field. This knowledge allows for the individualization of vehicle health status and maintenance time.

Additive manufacturing, another digital subject with 3D printing, is being discussed with SIMMT (French integrated structure for maintaining land equipment in operational condition) and DGA to provide close support to vehicles and consider the transition from material parts delivery to immaterial parts.

- Robotization

The development of robotic platforms is at the heart of concerns. For the past year, SCARABEE has been teleoperated beyond direct view at speeds of up to 50 km/h. This year, Arquus aims to go further by integrating autonomy blocks: reconnaissance and obstacle avoidance, movement from point A to point B in an automated manner. These are complex innovations, for which Arquus is working with expert partners in the field.

This collaboration materialized through startup accelerators, institutional innovation partnerships, student challenges, and commitments to collaborative initiatives such as the CoHoMa challenge of the Battle Lab Terre.

This proactive and collaborative approach positions Arquus as a major player in the technological advancement of the defense industry.



The EDF: an important lever for R&D

Arqus committed to the European Defence Fund* (EDF) from its inception, responding to calls for projects that align with its research and development priorities and the needs of the armed forces. The grants obtained through this fund now finance up to 20% of its R&D budget, allowing for further exploration of promising technologies in cooperation with key European industry players. This commitment has earned Arqus recognition as a key player in innovation on the European defense stage, able to adapt to new working methods and developing relationships with new European partners.

Arqus teams are currently working on two projects that began in December 2022: FAMOUS2 and MARSEUS.

In mid-May 2024, following the 2023 calls for projects, two consortia involving Arqus and its European partners were selected by the European Commission. The two consortia, FMBTech and CALIPSO, are invited to prepare the grant agreements before starting work in December 2024.

What are these two new projects?

- **FMBTech:**

The FMBTech consortium (Technologies for existing and Future Main Battle Tanks), led by Thales SIX, is funded with €20 million for three years of studies and design to define the most innovative technologies applicable to existing and future battle tank platforms, enabling them to achieve the highest level of operational efficiency and mission success.

Within this consortium of over 25 partners, Arqus will lead the discussions on energy and be a major contributor to the mobility of the targeted platforms, proposing technological components for the powertrain and ground link, thus demonstrating its expertise in motorizing or re-motorizing tanks.

- **CALIPSO**

Selected for three years of research with a budget of €25 million, CALIPSO aims to develop innovative and green propulsion solutions for land and naval applications under the coordination of the Greek research institute Demokritos.

In this consortium of around thirty companies, Arqus will contribute its expertise on the impact of new fuels on land platforms, particularly focusing on the use of LOHC (Liquid Organic Hydrogen Carrier). By addressing these forward-looking topics, Arqus is responding to future energy needs on operational theaters in an increasingly strong decarbonization context.

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Review of the 2 ongoing projects:

- **FAMOUS2**

This large-scale project, funded with €95 million, aims to develop technological components until the end of 2026, progressing to the testing phases on prototypes of future armored vehicles. It follows previous investigations on vehicles and system concepts conducted under the pilot project FAMOUS (funded within the European Defence Industrial Development Programme).

Arquus is a key player in this consortium of around twenty partners led by the Finnish company Patria and supported by nine EU member states. Arquus leads the discussions on the architecture and mobility of light vehicles. Its contributions extend to efficient energy management, as well as addressing protection, robotics, and predictive maintenance. FAMOUS2 aligns with the binational French-Belgian pre-concept program for the Engagement Support Armored Vehicle (VBAE).



- **MARSEUS**

Led by MBDA France, this project aims to consolidate, deepen, and expand beyond-line-of-sight firing capabilities for land combat. Ongoing until June 2025, it continues the development of the Medium-Range Missile (MMP). Within this project, Arquus conducts integration studies of the MMP missile on a robotic land platform and demonstrates its capabilities. Arquus thereby enhances its expertise in the development and design of robotic platforms to meet the urgent needs expressed by the DGA and the Army in the field of land robots.

**The European Defence Fund spans from 2021 to 2027, with a budget of €8 billion over 7 years, sourced from the EU's community budget. It aims to strengthen the competitiveness of the European defense industry, strategic autonomy, and the EU's sovereignty by stimulating cooperation among member states.*



ARQUUS, A COMPANY COMMITTES TO ITS ECOSYSTEM

Arquus: a company focused on its employees

The land defense industry, while crucial for national security, often suffers from a lack of recognition and attractiveness. Aware of these challenges, Arquus has actively invested in the Human Resources Commission of GICAT (Group of Defense and Security Industries). This initiative aims to identify recruitment obstacles and implement strategies to attract new talent.

Inspired by these reflections, Arquus has implemented a policy resolutely focused on its employees. The company continuously works to improve the quality of work life and social dynamics, making each employee an essential contributor to its success. At Arquus, employees are part of a team that values both human aspects and technological excellence. Each employee evolves in a flexible structure with accessible management, allowing everyone to thrive and see the tangible results of their work. The company offers a long-term vision thanks to a solid order book, enabling each employee to project themselves and develop professionally in an environment that prioritizes security and work-life balance.



- [Arquus Commitments](#)

With 1,200 employees, the company recruits an average of 150 people annually for diverse profiles such as engineers, purchasing, quality, methods, and all professions related to industrial production like welders, for example. Arquus dedicates an average of 20 hours of training per employee per year, also encouraging internal mobility. The company has also established individualized integration paths, such as the “school of trades,” which trains new

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employees in proper working techniques within its centers of excellence, thus minimizing accident risks. Its four production sites and two tertiary sites across France demonstrate Arqus's local roots and industrial dynamism.

- Continuous Awareness Actions

Arqus has set a goal to increase the proportion of women and female managers to at least 35% by 2030. To achieve this goal, the company pays particular attention to women's professional development by implementing "female leadership" training and "TecHer" female lunches with inspiring speakers. Among its female employees, Arqus is also proud to have sponsors of the "Elles bougent" association, who share their career paths with middle school girls.



Arqus is also engaged locally with its centers of excellence and regularly organizes visits with technical high schools to show the diversity and importance of professions necessary to sustain the land defense industry.

In 2021, the company signed a cooperation agreement with ENSTA Bretagne, including the creation of a joint research and development laboratory and multiple contributions to engineering education.

Arqus contributes to the continuous development of around fifty actions each year, touching on social defense, the spirit of defense, and citizenship. The engagement formats are numerous and encouraged. Individually, reservist employees benefit from up to 20 days of operational reserve per year.

For the first time at Eurosatory, a 250 m² space on Thursday, June 20, and Friday, June 21, in Hall 5B will be dedicated to promoting land defense careers and recruiting new talent: students, job seekers, and military personnel in transition.

Arqus will, of course, be present.



Arquus actively supports its ecosystem

Arquus supports more than 50 associations through various actions. At Eurosatory 2024, a unique operation is set up to highlight the association "1 par 1," created by Arquus in 2015.

The Arquus art competition in support of the association "1 par 1"

Through art, Arquus invites five artists to immerse themselves in its universe. They were challenged to showcase, through their works, those who contribute to making Arquus a renowned company for over 130 years. These works will be unveiled for the first time at the Arquus stand at Eurosatory. QR codes will allow each visitor to vote for their favorite piece. Arquus commits to donating €1 to the association "1 par 1" for each vote cast.

Each artwork employs unique artistic techniques, depicting Arquus' wheeled armored vehicles and their mission systems, either in the factory or on the battlefield, true tools of engagement, survival, and combat for soldiers.

Presentation of the works

Nathalie Chomel: Through her three works, the artist represents the themes of the Arquus Art project. "Armis + Equus = Arquus" anchors the foundations and solidity of Arquus, "Scarabee" highlights the company's expertise and innovation, while "Tout ira bien" gently illustrates the importance of the association "1 par 1."

Christian Guémy (C215): Within the Arquus Art project, the artist continues to surprise by painting on sometimes atypical objects and supports. The work "Chiara," created on an armored vehicle door from Arquus, perfectly represents the commitment of the association "1 par 1."

Marc Folly: To immerse himself in the Arquus universe, Marc visited the Garchizy factory to capture the ambiance and light of the Arquus workshops. This visit resulted in the work "Soudure," which highlights Arquus's expertise, enlivened by the factory's sharp colors through a representation of the trades and production of armored vehicles.

Alexis Leborgne: From nature to animals, Alexis took on the challenge of painting Arquus armored vehicles in acrylic for the Arquus Art project. Long influenced by the military industry, the artist depicted the environments in which Arquus vehicles operate at all hours of the day through the works "À l'aurore," "Au zénith," and "Au crépuscule."

Sébastien David: For the Arquus Art project, he honors us with three works "Sherpa," "Poussière," and "Usine," representing Arquus armored vehicles from their production in the factory to their use in the field.

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The Association "1 par 1"

The "1 par 1" Association, initiated by the Arquus Works Council in 2015, is dedicated to sustainably supporting military families affected by bereavement and living below the poverty line. Its support, focused on children's educational well-being and personal development, includes both material and moral assistance. In partnership with the Army's Wounded Assistance Cell (CABAT), "1 par 1" identifies families in need. In addition to providing individualized support between families and sponsors, the association ensures the purchase of school supplies, payment of registration fees, and financing of private lessons as needed. It also offers practical advice and funds educational and cultural activities. Decisions are made in consultation with an Arquus social worker and the social commission of the Association for the Development of Mutual Aid Works in the Army (ADO).





Arquus: an industry on the way to decarbonisation

Arquus is firmly committed to sustainable development. Each year, the company sets CO2 reduction targets for each of its sites. The results are analyzed during management reviews to establish new action plans. The primary goal is to decarbonize the industry by adopting more environmentally friendly practices in all its activities. This involves implementing measures to minimize emissions from production sites. Through renovations and improvements, Arquus reduces its carbon footprint while enhancing energy efficiency. For example, building management systems are installed to better control equipment, reduce consumption, and decrease CO2 emissions.

Arquus is working on a decarbonization trajectory for its sites to achieve carbon neutrality. This is made possible through studies, opportunity assessments, and energy audits.

In 2023, the company successfully reduced its CO2 emissions by 21% compared to 2019, fulfilling its commitments. This achievement is also marked by the integration of 25% renewable energy into its activities, thanks to the installation of photovoltaic panels at its production sites and the use of green origin certificates to certify that the purchased electricity comes from renewable sources.



In terms of waste management, Arquus has made significant progress. By the end of 2023, the company had reduced its non-recycled waste by 70% compared to 2019. This waste now represents only 8% of the total waste produced. This notable improvement is the result of a strategy focused on waste reduction at the source and the selection of more virtuous treatment channels to better recycle the remaining waste.

Arquus does not stop there. Since 2015, the company has undertaken ambitious programs for the French Army, such as SCORPION and VTCFS, which have extended environmental

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activities to other critical areas: dismantling, recycling, life cycle impact assessment, and eco-design. In seven years, Arquus has conducted:

- Six studies on the dismantling and end-of-life treatment of its equipment, achieving recycling rates compliant with legal requirements of the automotive sector.
- Eight environmental assessments of the impacts of its products and manufacturing processes over the entire life cycle.

These studies aim to identify concrete actions to improve practices in responsible purchasing, eco-design, end-of-life product management, and energy efficiency.

Arquus thus continues to strengthen its commitment to sustainability, demonstrating that innovation and environmental respect can go hand in hand in the defense industry.



Arqus celebrates its heritage past and present

The Arqus Heritage Endowment Fund

The Arqus Heritage Endowment Fund is proud to lead various projects to keep the Arqus heritage alive. Serving as a bridge between the past and the present, it initiated the Conservatoire du Patrimoine Automobile et Militaire de Garchizy (COPAM) and several thematic books.

A future museum focused on youth

Arqus, inheritor of historic brands like Panhard, Renault, Berliet, and ACMAT, has decided to showcase over 130 years of innovation and commitment by inaugurating the Conservatoire du Patrimoine Automobile et Militaire (COPAM) in 2021 near its Garchizy facility. To date, more than 120 vehicles, primarily from after World War II, and 1 200 models are on display. Among them is the iconic "Victory Tank," over 100 years old, acquired in 2023. Open during the European Heritage Days, COPAM attracts more than 1 000 visitors at each event.

The next event will take place on September 21, 2024, and will be an opportunity to inaugurate a 700 m² vintage vehicle restoration workshop funded by the Motul Corazón Foundation. This workshop will host young people in reintegration programs, including those from the School of the Second Chance of Nièvre (E2C), engineering students from the Institut Supérieur de l'Automobile et des Transports de Nevers (ISAT), and students from professional and technological courses at the Centre Scolaire Notre-Dame de Nevers (CSND). This initiative aims to inspire careers in mechanics and deepen the understanding of industrial history.

Building on the enthusiasm for its industrial and cultural heritage, the Arqus Heritage Endowment Fund is working to transform the site into a public museum with 6,000 m² of modern exhibition spaces.



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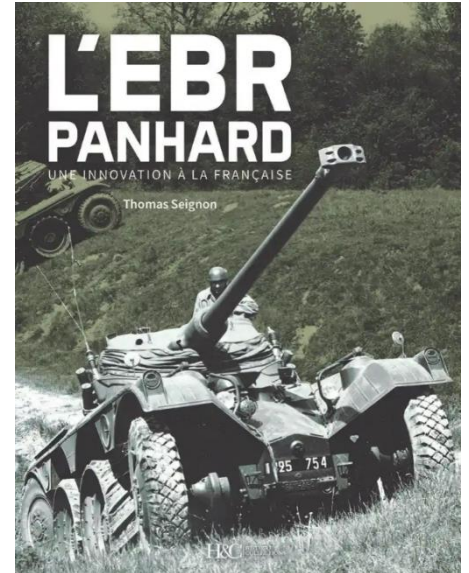
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Arqus Press Release



Publication of the Book "L'EBR Panhard, une innovation à la française" (The EBR Panhard, a French innovation)

The Heritage Endowment Fund and Arqus are pleased to announce the release of the book "L'EBR Panhard, une innovation à la française" by Colonel (ret.) Thomas Seignon. This volume is the first in a series by Histoire & Collections that will trace the history of the most legendary armored vehicles that shaped military history in the 20th century.

Through this research work, Colonel (ret.) Thomas Seignon shares his passion for armored vehicles and offers enthusiasts the opportunity to relive the saga of this unforgettable vehicle. Created by Panhard in 1951, it combines rusticity and innovation. Designed to meet an army program, it demonstrated remarkable mobility and great firepower. This vehicle notably participated in the Cold War, providing a technological advance to the mechanized armored corps, and accompanied generations of cavalry in France, Germany, and North Africa from 1951 to 1980.

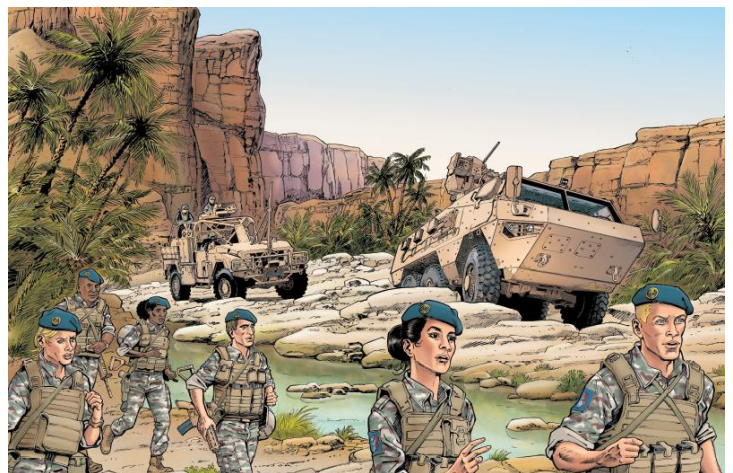


Available for purchase on the Histoire & Collections [website](#).

Release of the 4th volume of "The adventures of colonel Mareuil: Operation Tembo"

This comic book series, published by Fleurus / Les Editions du Triomphe since 2021, annually features Colonel Mareuil in new missions. Scripted by Marc Chassillan and Patrick Deschamps, they showcase the capabilities and use of Arqus vehicles within the Scorpion program.

In this fourth installment, discover how "a Valakrian arms trafficker, a terrorist armed group, and a decolonial activist join forces to threaten the sovereignty of a state friendly to France. Mareuil, at the head of the new inter-arm unit, will have to restore a situation that seems desperate."



Available for purchase on the Fleurus/Editions du Triomphe [website](#).

Arquus' events EUROSATORY



EXHIBITION OPENING 9 AM

The **FORTRESS** vehicle will be dynamically demonstrated to French and international defense and security industrialists every day from 9:45 to 10:30 and from 16:00 to 16:45 (except Friday afternoon).

Parking lot side (east entrance)

Monday June 17

9H - 9H30

Media Breakfast (FR)
On Invitation
Arquus Booth
HALL 5A – F149

14H30

VAB QATAR Signature
Arquus Booth
HALL 5A – F149

15H - 16H

CONFERENCE
Rethinking and boosting the attractiveness of the defense and security ecosystem (FR)
Chantal DOGNIN, HR & Communication Director
Venue to be determined

Tuesday June 18

9H - 9H30

Media Breakfast (ENG)
On Invitation
Arquus Booth
HALL 5A – F149

15H - 15H30

KEYNOTE
Vehicle survivability (ENG)
Nicolas MALDERA, Marketing & Business Intelligence Manager
Exhibitor's corner

Friday June 21

9H - 10H

CONFERENCE
Energy management in the theater of operations (ENG)
Christian Jacques, Director of Innovation
Alpha Room

EXHIBITION CLOSURES AT 5 P.M



The program may change over time, so scan the QR code for the latest version of the press kit.